

<b>OHIO CIVIL RIGHTS COMMISSION CHARGE OF DISCRIMINATION EMPLOYMENT</b>	<u>Agency Use Only</u> <input type="checkbox"/> FEPA <input type="checkbox"/> EEOC	<b>CHARGE NUMBER: (Agency Use Only)</b> <i>CLEB4(44147)0817007</i>
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Completely Fill in the Following

Robert W. Brown, Jr.

Name of Charging Party (First Middle Last)

14541 Schreiber Road

Address

Maple Hts.      Ohio    44137      Cuyahoga  
 City               State     Zip Code     County

330-814-2269

Telephone Number

7/27/17

Date(s) of Discrimination

I believe I was discriminated against because of my: (Please identify)

Race/Color \_\_\_\_\_  
 Sex \_\_\_\_\_  
 Disability \_\_\_\_\_  
 Military Status \_\_\_\_\_  
 Age (Over 40 years old only - List Date of Birth)

Religion \_\_\_\_\_  
 National Origin/Ancestry \_\_\_\_\_  
 Retaliation Requesting an accommodation

FOR AGE CASES ONLY: I have not commenced any action under sections 4112.14 or 4112.02(N), Revised Code with respect to the subject matter of the affidavit. I understand that upon filing of this charge with the Ohio Civil Rights Commission, I am barred from instituting any such civil action and that any monetary award or financial benefit I may receive may be limited to back pay and/or restoration of employment fringe benefits and may not include other damages to which I may be entitled as a result of such civil action.

## Type of Discrimination:

<input type="checkbox"/> Demotion <input type="checkbox"/> Failure to Hire <input type="checkbox"/> Layoff <input type="checkbox"/> Other (Specify) _____	<input type="checkbox"/> Discharge/Termination <input type="checkbox"/> Forced to Resign <input type="checkbox"/> Promotion	<input checked="" type="checkbox"/> Discipline <input checked="" type="checkbox"/> Harassment/Sexual Harassment <input checked="" type="checkbox"/> Reasonable Accommodation
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Please write a brief but detailed statement of the facts that you believe indicate an unlawful discriminatory practice. Please write legibly.

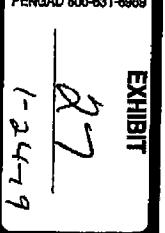
- I. I am employed by the Respondent as a Building Inspector. On or about July 18, 2017 I was suspended. I have requested a reasonable accommodation and as recently as July 2017 I have been denied. In addition as recently as August 2017 I have been subjected to harassment.
- II. I was informed by City Manager, Mike Mallis, that he was looking into it in response to my accommodation requests. Mr. Mallis also informed me that I was suspended for taking a city vehicle out of the city.
- III. I believe that I have been unlawfully discriminated against in on the basis of my disability and in retaliation for requesting an accommodation of my disability for the following reasons:
  - A. Despite requesting a reasonable accommodation, in the form of typing assistance, for months I have not been accommodated.
  - B. I was not given documentation regarding my suspension in violation of Respondent's policy. In addition I was not given progressive discipline which is also a violation of Respondent's policy.
  - C. I have received several notices for vacancies in other cities for positions similar to mine. I believe this is Respondent's way of telling me leave before I am removed. No one else receives these notices.

RECEIVED

AUG 17 2017

OCRC - INTAKE  
CLEVELAND

PENGAD 800-831-6969



I declare under penalty of perjury that I have read the above charge and that it is true to the best of my knowledge, information and belief. I will advise the agency(es) if I change my address or telephone number and that I will cooperate fully with them in the processing of my charge in accordance to their procedures.

*Robert W. Brown*      8/17/17  
 Charging Party Signature

Notary or Ohio Civil Rights Commission Representative

Subscribed and sworn to before me on this

*17 day of Aug 2017*  
 Notary or Commission Representative

BEDFORD 0108

EXHIBIT

N